

# Competency-Based Interview



## Client:

This Program was conducted for the executives of one of India's leading diversified business corporation in the manufacturing and services sectors of Steel, Energy, Power, Communications, Shipping Ports & Logistics and Construction.

## Program:

This Program sought to focus on helping executives master the Competency-Based Interview (CBI) technique to successfully conduct high stake internal interviews for assessing candidate's proficiency level in desired competencies. Apart from training participants on various tools and techniques, the program adopted a 'beyond the basics' approach to the interview process – unfolding the psychological dimension with rich insights into the competency-based interview.

Driven by extensive role plays, skills builder sessions and practice on various tools and techniques, the program aimed at transforming every participant into a star interviewer.

## Objectives:

- Gain an insight into dynamics of conducting high stake interviews
- Understanding Competency-Based Interview (CBI) technique
- Mastering 'STAR' technique in interviewing
- Learning to apply Behavioural Event Interview (BEI) technique
- Framing CBI questions and understanding clues to assess candidate's proficiency level

## Content:

- Identifying Competencies with BEI
- Interview: A Psychological Process
- Understanding Competency and Its Indicators for Interviewing (Exercise based)
- Designing a Competency-Based Interview (Based on Organization's Capability Framework)
- Using 'BEI' (Role Play based)
- Using 'STAR' technique in Interviews (Role Play based)
- Building Critical Interviewing Skills: Listening/ Questioning/ Probing
- Interview practice applying CBI technique
- Feedback based on video recording

## Duration:

One Day

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### Par Excellence

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